

Faculty Senate minutes, 2 March 2022

Senators present: Remco Chang (Engineering), Brent Cochran (GSBS), Tom Dannenbaum (Fletcher), Leila Fawaz (Fletcher), Janet Forrester (TUSM), Fulton Gonzalez (A&S), Sonia Hofkosh (A&S), Nicole Holland (TUSDM), Olympia Karacosta (TUSDM), Carl Kirker-Head (Cummings), Jette Steen Knudsen (Fletcher), Anne Mahoney (A&S), Michael Malamy (TUSM), Kris Manjapra (A&S), Nirupa Matthan (Friedman), Melissa Mazan (Cummings), Mitch McVey (A&S), Elena Naumova (Friedman), Kevin Oye (Engineering), Aikaterini Papathanasiou (TUSDM) Ellen Pinderhughes (A&S), Erin Seaton (A&S), Mai Vu (Engineering), Parke Wilde (Friedman), Henry Wortis (GSBS), Chantal Zakari (SMFA)

Also in attendance: Caroline Genco, provost; Kevin Dunn, vice provost for academic affairs; Skyler Goldberg, *The Tufts Daily*

Senators not attending: Misha Eliasziw (TUSM), Cynthia Leveille-Webster (Cummings), Agnieszka Trzcinka (TUSM),

Called to order 8:00 by President Jette Steen Knudsen.

Minutes of meeting of 9 February approved by acclamation.

Provost Genco presented her view of the role of the provost at Tufts, with references to the slides she'd distributed in advance.

Summary of presentation:

1. President Monaco had advised her before she took the job that he planned to step down in 2023.
2. Listening sessions, advice from a consultant, review of peer schools.
3. Clarify role of provost as person in charge of the academic mission.
4. 5 key areas, each to have a Vice Provost (to be in place later this calendar year):
 - (a) education
 - (b) research
 - (c) faculty affairs
 - (d) innovation
 - (e) DEIJ
5. Connections and relationships.
 - (a) New Vice Provosts to work with Senate committees.
 - (b) Provost and Executive Vice President (Mike Howard) now working quite closely together.
 - (c) Provost advises and appraises President.
 - (d) Trustees also support the plan.
 - (e) Not intended to reduce role of faculty in decision making.
6. Budgeting and financial considerations.
 - (a) Expansion of Provost's team not excessively expensive (as staff positions can be moved around) and funds are in budget for it. Will not affect "tax" on schools.
 - (b) Provost now directly involved in budget meetings with school deans and EADs, and co-signing budget memos that used to come from EVP alone.

7. Support for faculty.

- (a) Mentoring and mid-career development support.
- (b) Dual-career program for partners of prospective faculty.
- (c) Opportunistic hires (recruiting people unexpectedly available, not necessarily as part of a planned search).
- (d) Housing support.
- (e) Cluster hires and bridge professors.
- (f) Salary equity: rectify salary compression in particular.
- (g) Guidelines around raises and faculty performance management: synthesize the schools' disparate systems, allowing for differences.
- (h) Ombuds office.

We turned to a discussion of what Tufts can or should do in response to the invasion of Ukraine.

1. Senior team is monitoring things and putting out information for international students.
2. Tom Dannenbaum summarized the issues.
 - (a) When does Tufts take a position? What are the principles? Must be applied universally, regardless of politics, and regardless of whether the US is involved and on which side.
 - (b) Resort to war in this case is a significant violation of the UN charter.
 - (c) Attacks on civilians are also against international law.
 - (d) There are reports of racist policies, in the treatment of African nationals trying to leave Ukraine.
 - (e) The Senate cannot comment on the wrongfulness of these actions, as we are not subject-matter experts (in general, though Tom himself is).
 - (f) We can comment if Tufts is morally complicit in or otherwise affected by a situation.
 - (g) We can support students, faculty, staff who are in the conflict area or have family there.
 - (h) We can help other academics who want to leave, whether refugees from Ukraine or dissidents from Russia; it is relatively easy to facilitate visas for visiting positions, for example.
3. Further discussion: students are planning a rally (which took place later on the day of our meeting) and expect a statement from the University.
4. Can we support artists as well as academics?
5. More discussion to follow at the next meeting of the Senate.

The meeting was adjourned at 9:01.